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8 FEB 1984

NOTE FOR:

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FROM:

SUBJECT: Organizational Goals, Objectives, et al

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1. Attached are various responses to the requirement we levied in the Division on Mr. Casey's speech in relation to the "In Search of Excellence." Whether or not you want to wade through all of these is up to you. Some of them are general in nature and refer to the Agency as a whole; however, the bulk of them are more specific in nature and relate to the individual's immediate work environment. From my understanding of what the DCI is looking for, I think the following extracts and paraphrasing from these papers best represent what they all are saying:

a. What We Are About - To provide accurate and comprehensive foreign intelligence support to the broad range of consumers within the U. S. Government. While doing this, ensure that the public views the Agency as an organization which conducts its affairs with uncompromising honesty and integrity.

b. What It Is We Want to Foster and Encourage - That no matter what the task nor the mission levied upon us, that all activities will be conducted within the framework of the Constitution and laws of the United States. Set a level of standards for the quality of our product which are difficult to attain and ensure the best possible results.

c. Things to Accomplish This - Require a level of excellence by all employees to ensure the name CIA is synonymous with integrity, loyalty, and excellence. Create a working environment which fosters the attitudes necessary to achieve these goals. Develop a sense of unity and purpose so that all employees feel they are part of a dynamic organization striving for the best results possible within known constraints. Ensure that all levels of management aspire to these same levels of excellence and that all employees have the chance to use whatever talents they have to the fullest and to go as far as these talents will allow them.

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